

MEMORANDUM

TO: Vermont Mental Health Performance Indicator Project
Advisory Group and Interested Parties

FROM: John Pandiani

DATE: October 22, 1999

RE: CRT Staffing Patterns

This week's PIP is the second in a series that examines the professional credentials of the staff of community mental health treatment programs in Vermont. The attached graphs and table compare the level of education of people who worked in Community Rehabilitation and Treatment Programs during FY1997 and FY1998. As you will see, information on staff credentials is fairly complete for most providers for both years. The exceptions to this rule were the Howard Center for Human Services, which had significant missing data for both years (31% in 1997 and 41% in 1998), and Northeast Counseling, which had 22% missing data in 1998. Rutland Area Community Services did not report in FY1997 but had no missing data on 1998.

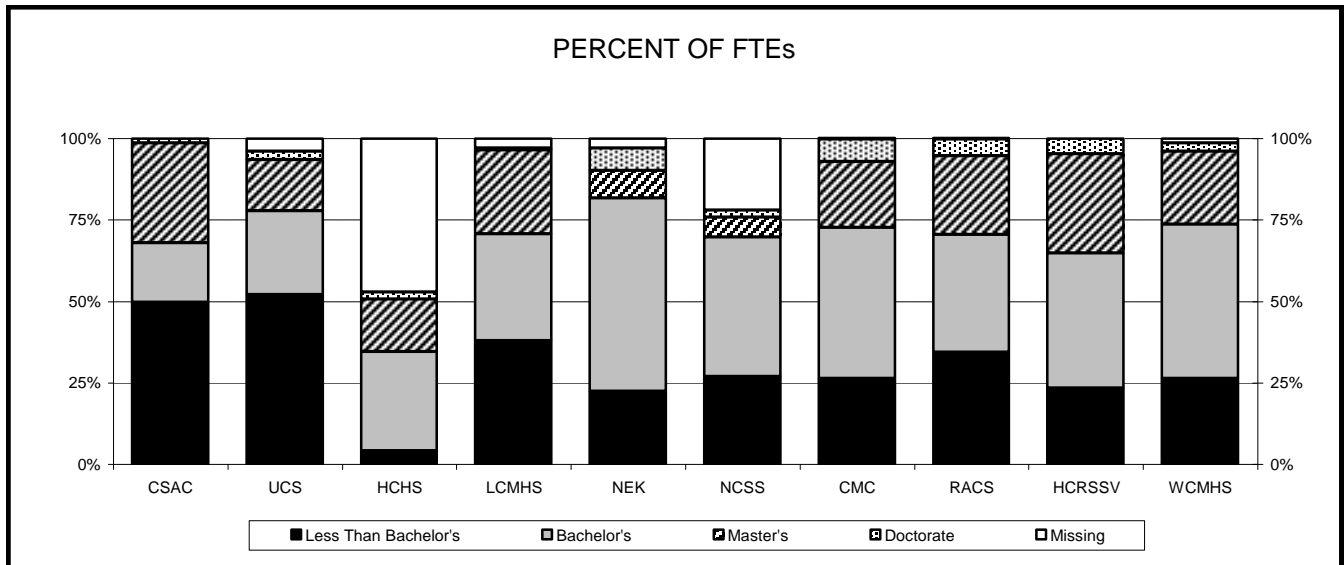
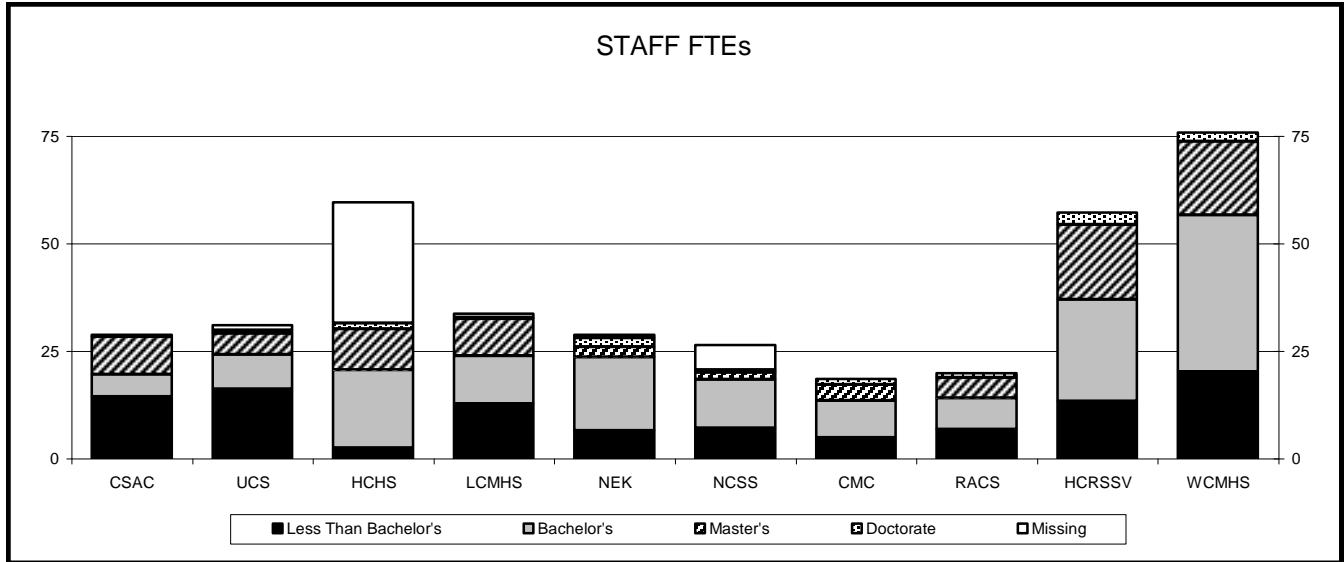
Statewide, CRT staff with Bachelor's degrees were the largest group of employees, accounting for 39% of all staff in both years. People with less than Bachelor's degrees were the next largest group (30% in 1997 and 27% in 1998). People with Master's degrees made up 21% of CRT staff in both years. The proportion of CRT staff with Master's degrees is about half of the proportion reported for Children's Services programs last week. People with Doctoral degrees accounted for 3% of CRT staff in both years, similar to the rate for Children's Services.

There were substantial differences in the staffing patterns of the different community programs. People with a Master's degree, for instance, made up more than 30% of CRT staff in Bennington but less than 10% of CRT staff in Northeast and Northwest in both years. People with less than Bachelor's degrees made up about half of the CRT staff at Addison and Bennington but less than a quarter at Northeast and southeast during 1998.

In response to last week's PIP, Dave Yacovone, Director of Administrative Services at the Agency of Human Services, raised the question of the relationship between variation in staff credentials at different Children's Services programs and the programs' treatment outcomes. In response to this question, we plan to compare these data with the results of our current survey of adolescents served by Children's Services programs in Vermont. Specifically, we will compare the amount of improvement reported by adolescents served by different community programs with the characteristics of the staff of these programs.

We look forward to your comments, questions, and suggestions for further analysis of data regarding staffing patterns at community mental health programs in Vermont to 802-241-2638 or jpandiani@ddmhs.state.vt.us.

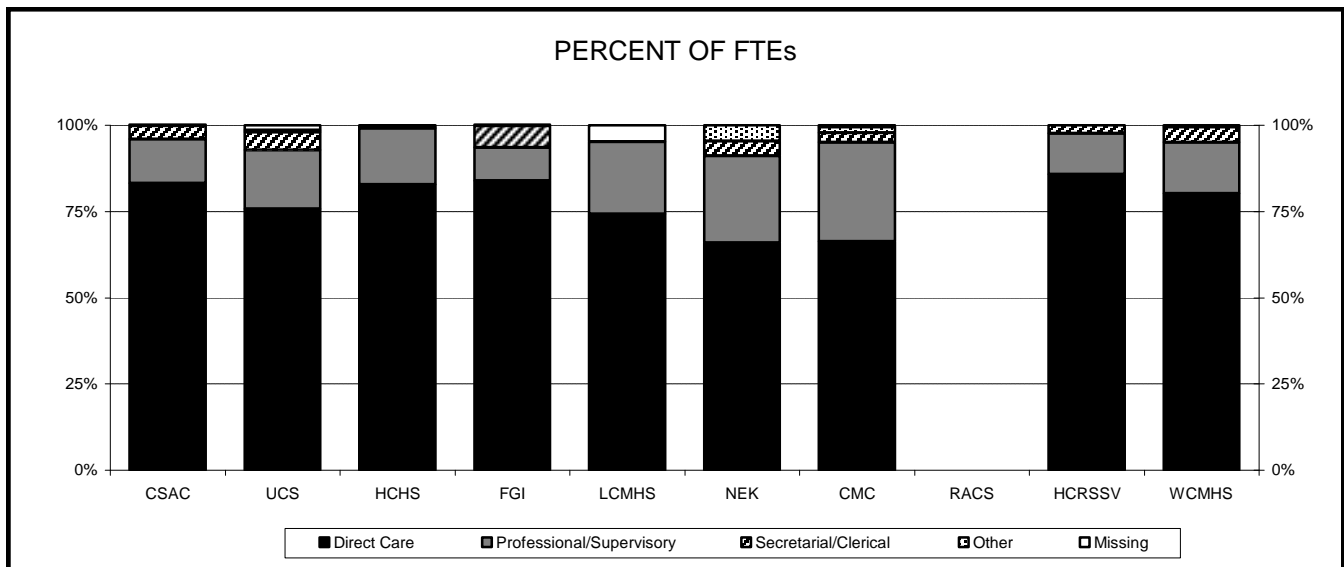
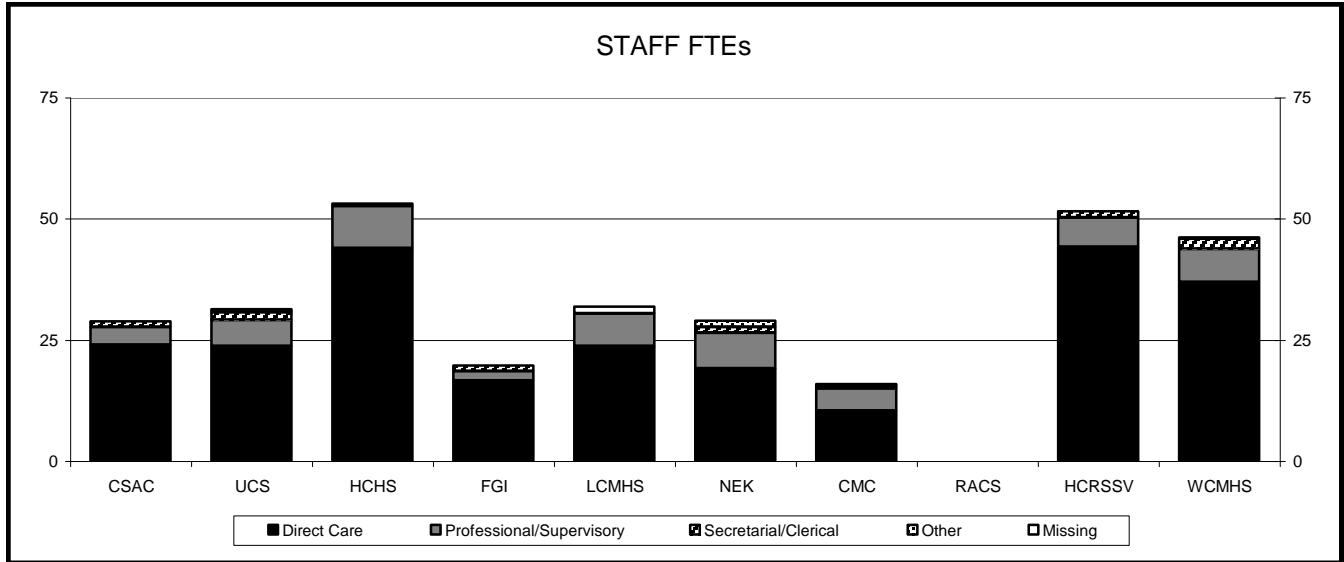
COMMUNITY REHABILITATION AND TREATMENT PROGRAMS HIGHEST DEGREE EARNED BY STAFF, FY1998



Region/Provider	Highest Degree Earned										Total FTEs
	Less Than Bachelor's		Bachelor's		Master's		Doctorate		Missing		
	FTEs	%	FTEs	%	FTEs	%	FTEs	%	FTEs	%	
Addison - CSAC	14.4	50%	5.2	18%	8.9	31%	0.4	1%	0.0	-	28.9
Bennington - UCS	16.2	52%	8.1	26%	4.9	16%	0.8	3%	1.2	4%	31.2
Chittenden - HCHS	2.5	4%	18.1	30%	9.6	16%	1.2	2%	28.2	47%	59.6
Lamoille - LCMHS	12.8	38%	11.1	33%	8.7	26%	0.2	1%	1.0	3%	33.8
Northeast - NEK	6.5	22%	17.1	59%	2.5	9%	2.0	7%	0.8	3%	28.9
Northwest - NCSS	7.1	27%	11.3	43%	1.6	6%	0.6	2%	5.8	22%	26.5
Orange - CMC	4.9	26%	8.6	46%	3.8	20%	1.3	7%	0.0	0%	18.6
Rutland - RACS	6.9	34%	7.2	36%	4.8	24%	1.0	5%	0.0	0%	20.0
Southeast - HCRSSV	13.4	23%	23.7	41%	17.4	30%	2.7	5%	0.0	-	57.2
Washington - WCMHS	20.2	26%	36.5	47%	17.1	22%	2.1	3%	1.0	1%	76.9
Total	104.8	27%	147.0	39%	79.3	21%	12.3	3%	38.1	10%	381.6

Information is based on human resources data submitted by Vermont's community service providers. FTEs computed for a 37.5 hour work week.

COMMUNITY REHABILITATION AND TREATMENT PROGRAMS STAFF JOB CATEGORY, FY1997



Region/Provider	Job Category										Total FTEs
	Direct Care		Professional/Supervisory		Secretarial/Clerical		Other		Missing		
	FTEs	%	FTEs	%	FTEs	%	FTEs	%	FTEs	%	
Addison - CSAC	24.1	83%	3.7	13%	1.1	4%	0.1	0%	0.0	0%	28.9
Bennington - UCS	23.8	76%	5.3	17%	1.7	5%	0.2	1%	0.5	1%	31.5
Chittenden - HCHS	44.0	83%	8.7	16%	0.0	0%	0.0	-	0.5	1%	53.2
Franklin - FGI	16.6	84%	1.9	10%	1.2	6%	0.1	0%	0.0	-	19.8
Lamoille - LCMHS	23.7	74%	6.7	21%	0.0	-	0.0	-	1.5	5%	32.0
Northeast -NEK	19.2	66%	7.3	25%	1.2	4%	1.4	5%	0.0	-	29.1
Orange - CMC	10.5	66%	4.6	29%	0.4	3%	0.3	2%	0.1	1%	15.8
Rutland -RACS											
Southeast - HCRSSV	44.2	86%	6.1	12%	1.3	2%	0.0	-	0.0	-	51.6
Washington - WCMHS	37.0	80%	6.9	15%	2.0	4%	0.3	1%	0.0	-	46.2
Total	243.2	79%	51.3	17%	9.0	3%	2.2	1%	2.6	1%	308.2

Information is based on human resources data submitted by Vermont's community service providers. FTEs computed for a 37.5 hour work week. Rutland Area Community Services did not report for FY1997.